

Colorado's Paid Family and Medical Leave Insurance (FAMLI) Program

FAMLI.Colorado.gov



COLORADO
Family and Medical Leave
Insurance Program (FAMLI)
Department of Labor and Employment



QUESTIONS?

DIAL: 833-305-1729

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Agenda

- What is FAMLI?
- Timeline
- Resources for Small Businesses
- Private Plans
- Calculating Wages
- 2023 Family Additions
- Questions

What is FAMLI?

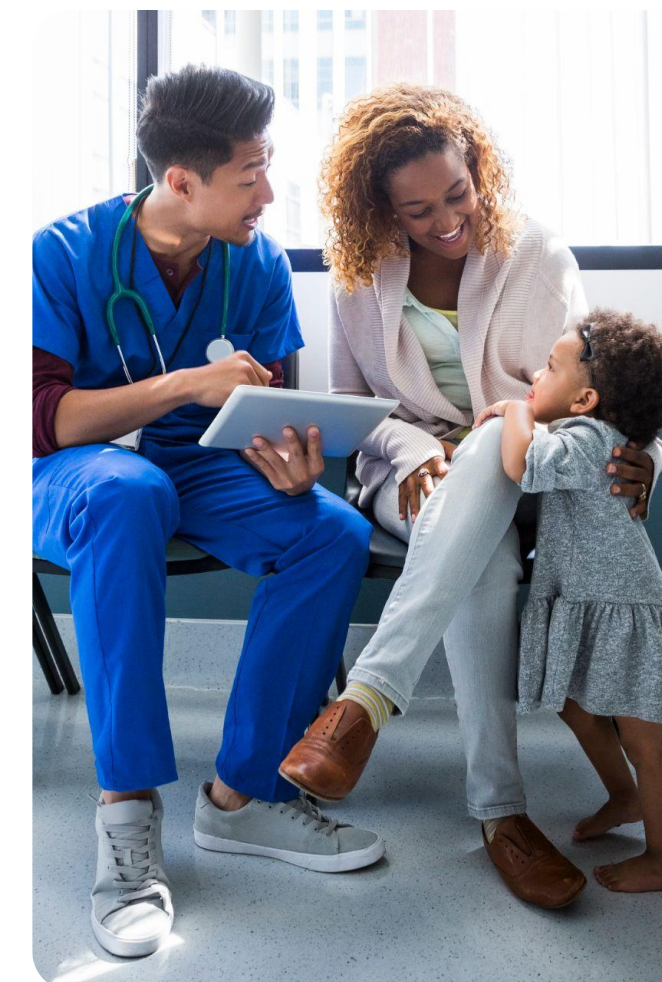
Colorado's Family and Medical Leave Insurance (FAMLI) program will ensure Colorado workers have access to paid leave during certain life events.

Colorado's FAMLI program will have capacity to cover most workers, including self-employed individuals and independent contractors.

The FAMLI program is a social insurance program with both employers and employees contributing to the fund that will eventually pay out benefits.

The premiums are set to 0.9% (through 2024) of the employee's wage, with 0.45% paid by the employer and 0.45% paid by the employee.

The FAMLI premium rate is statutorily capped at 1.20%.



All businesses with employees in Colorado must register!



FAMLI Timeline



Q1 2023



Employers must
complete registration
in My FAMLI+ Employer



April 30, 2023



First quarterly
premium payments
and wage reports due
30-day grace period



January 1, 2024



Covered workers
can begin submitting
requests for FAMLI leave

FAMLI and Local Governments

Local governments have until MARCH 31 to vote to opt out of the FAMLI program. That doesn't mean those employees can't get benefits! Find out more on our [Local Governments](#) webpage.



The Small Business Guide to FAMLI



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NEW! Small Business Guide to FAMLI

Details about:

- FAMLI and business structure, including details on S-corps and C-corps
- Counting your employees
- FAMLI and taxes
- How FAMLI works with FMLA



COLORADO
Department of
Labor and Employment

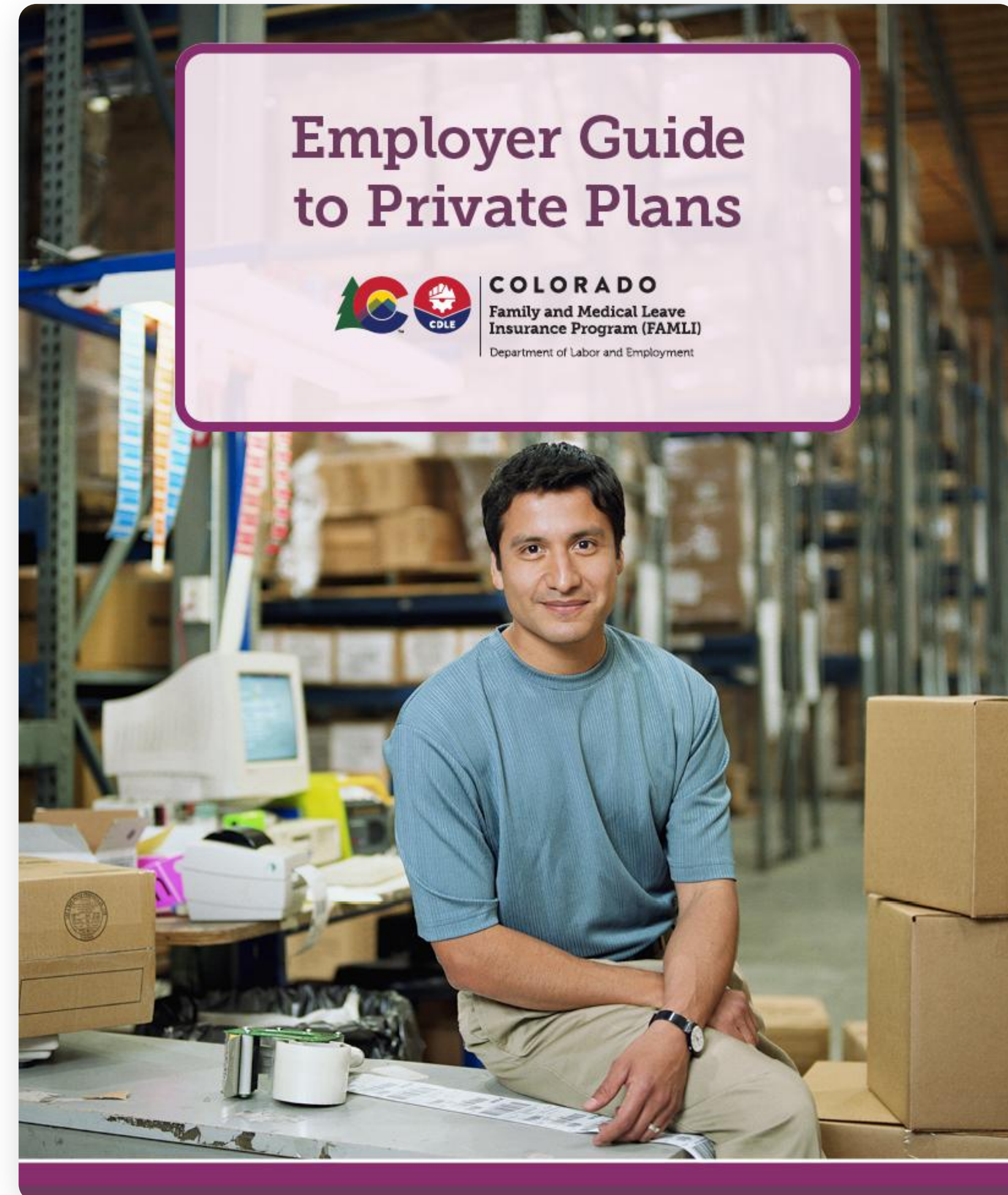
Private Plans

We've also got new resources to learn more about applying for private plans and self insurance:

- [Employer Guide to Private Plans](#)
- [Webinars about Private Plans](#)
- [Private Plan Template](#)
- [Private Plan Bond Form](#)
- [Surety Bond Calculator](#)

...and more

famli.colorado.gov/employers/private-plans





People are asking...



How do I count my employees?

Counting Your Employees for FAMLI



All employees who work **20 or more weeks** during the previous calendar year, even if they only work one day a week, need to be counted towards the employer's total headcount.

Any employee who works **fewer than 20 weeks** during the previous calendar year will not count as an employee when determining the employer's total headcount.

Counting Your Remote Employees for FAMLI



Who counts toward the company's total number of employees if some employees work outside of Colorado?

If the total number of employees, including those working outside Colorado is 10 or greater, the employer is responsible for sending the full 0.9% premium (0.45% from employees and 0.45% from the employer) along with wage reports for its Colorado employees to the Division once a quarter.

- ⇒ Total remote employees outside Colorado - 9
- ⇒ Colorado employees - 3
- ⇒ Employer is required to pay and remit the full 0.9% premium for its 3 Colorado employees.

Counting Nationwide Employees for FAMLI



Who counts toward the company's total number of employees if the employer is based outside of Colorado?

If the total number of employees working for the company nationwide is 10 or greater, the employer is responsible for sending the full 0.9% premium (0.45% from employees and 0.45% from the employer) along with wage reports for its Colorado employees to the Division once a quarter.

- ⇒ Total nationwide employees - 15+
- ⇒ Colorado employees - 8
- ⇒ Employer is required to pay and remit the full 0.9% premium for its 8 Colorado employees.



People are asking...

What exactly counts as a wage?



**Find out all the
details about
wages on our
[Employers Page](#)
under “Important
FAMLI Matters”**





People are asking...



What if my family is getting an addition in 2023? Can I take bonding leave in 2024?

Check out an Upcoming Webinar or Facebook Live event!

Upcoming
[Webinars](#)

April TBD

Upcoming
[Facebook Lives](#)

March 23





We want to hear from you!

We want to build a FAMLl program that is fair and meets the needs of both employers and workers.



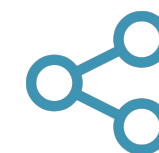
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8 A.M. - 4 P.M.

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